

U.S. Army Cadet

Command

**LEADERSHIP
DEVELOPMENT EQUAL
OPPORTUNITY TRAINING**

WARRIOR FORGE

**Equal Opportunity Enhances
Readiness**

OVERVIEW

- **Identifying and Breaking Down Barriers**
- **Multi-Cultural Difference Awareness**
- **Stereotyping**
- **Group Diversity**

BARRIERS

Barriers to communication include physical, perceptual, and psychological.

- **Distance** - proxemics or choice of medium. There are four distinct zones that people unconsciously use to interact with others.
- **Intimate**- 18 in or less for lovers, close friends, and children holding on to their parents or each other
- **Personal** - 1.5 ft to 4 ft is a comfortable zone for talking at a party. Partners at arms length.
- **Social** - 4 to 12 ft interpersonal business transaction like talking client

ELIMINATE COMMUNICATION BARRIERS

- Use Inclusionary Language
- Acceptance of differences in people
- Cultural/Social
Courtesies/Assertiveness
- Active Listening
- Provide Feedback
- Own your behaviors/Feelings
- Avoid Stereotypes

**Equal Opportunity Enhances
Readiness**

WHAT IS CULTURE

- **Culture** is defined as the learned and shared behaviors and perceptions of a group, which have been transmitted from generation to generation, through a shared symbol system. The key is it is learned. You are not born with culture.
- **Subculture** is a group of people within a larger social structure who share cultural and linguistic characteristics, which are different enough to distinguish it from others within the same society.
- **Enculturation** is when culture is passed

ATTRIBUTES OF CULTURE

Language is the process and method by which individuals transmit their values, beliefs, and perceptions

Values are those behaviors, people, things, and ideas that are considered central to a given culture.

Beliefs are judgments or expectations that a person might have about certain things.

Patterns of thinking are ways we reach conclusions, make deductions, and solve problems.

NON-ATTRIBUTES OF CULTURE

Race is not an attribute of culture although people believe and act as though it were. Race is the division of humans which has sufficient and constant inheritable traits that identify separate groups.

Genetics. Culture is not inborn or inherited through genes. Children who are abandoned in the wild or deprived of human contact will have no concept of values or beliefs nor will they assume the needs of humans who have been socialized.

Stereotypes

An exaggerated belief or over generalization associated with a category or group

Sources of Stereotypes

- Socialization Process
- Books
- Mass Media
- Educators and Public Officials

Strategies to minimize stereotyping

- **Acceptance of differences**

Disagreement is okay, but respect the person

Speak for self

Explore your own thoughts, feelings, or experiences.

- **Active listening**

Listen for understanding

Paraphrase communication

Listen with intensity to all people

- **Own your feelings and behavior**

- **Accept feedback**

- **Provide feedback**

- **Be willing to interact of different level**

- **Use Inclusionary language (include all)**

Equal Opportunity Enhances

What is Diversity?

Those human qualities that are different from our own and which make people different along one or several dimensions such as color, gender, race, religion or national origin, socioeconomic, attitudinal and personal values

Diversity Training

Strategies

- Use equal performance standards
- Do not make assumptions
- Do not create barriers, understand cultural differences
- Be flexible in communications
- Recognize and accept differences to include language
- Treat subordinates, peers and seniors with respect and dignity
- Confront racist, sexist, stereotypical behavior

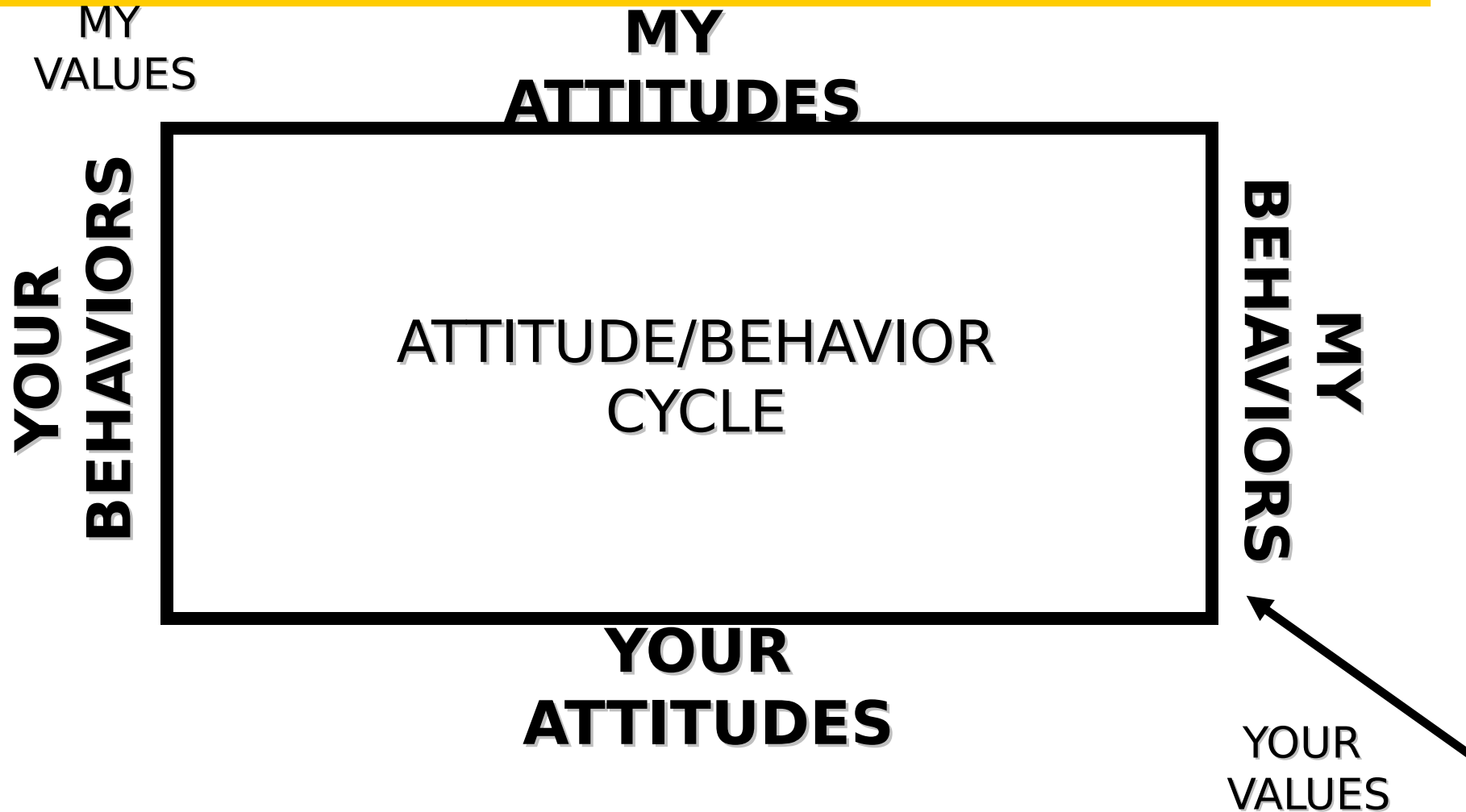
Benefits of a Diverse

Army

- Army is a reflection of society and should reflect this
- Diversity promotes buy-in by the public
- Helps promote a positive image
- Improves readiness

**Equal Opportunity Enhances
Readiness**

Behavior (cont)



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Readiness